

Strategic Plan

FOR

Prince William Forest Park

OCTOBER 1, 2001 – SEPTEMBER 30, 2005

**The National Park Service cares for special places saved by the
American people so that
all may experience our heritage.**

Fiscal Years 2001-2005

Strategic Plan

for

Prince William Forest Park

It is the mission of the National Park Service to conserve and protect the outstanding and significant natural, cultural, and historic resources and objects therein of Prince William Forest Park while providing for resource-based recreation that does not impair those values.

Approved: _____
Superintendent

March 31, 2000
Date

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PREFACE

This *Strategic Plan* was written to fulfill the requirements of the Government Performance and Results Act. Following is a brief overview of that law, passed by the U.S. Congress in 1993.

It should be noted, however, that the *Strategic Plan* is much more than just a response to legislative mandate. The law was a catalyst that caused the park staff to reexamine its fundamental mission and to take a fresh, longer range view, in concrete terms, of what results or outcomes it needed to achieve to more effectively and efficiently accomplish that mission. It caused us to reexamine the present condition of the natural and cultural resources in our care, the current status of our visitor services, and the existing fiscal, human, and other resources at our command to do our job. It pushed our sights above the usual daily focus on activities and products to take in the bigger picture of where we are and where we need to be. It encouraged us to think and plan in new ways. The effort wasn't easy, was even painful at times. The results, however, will be better planning, better management, and better communication with all of our constituencies and stakeholders, as well as amongst ourselves, about where we are, where we need to be, and how we are going to get there.

GOVERNMENT PERFORMANCE AND RESULTS ACT OF 1993 (GPRA)

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the “*performance management revolution*” already embraced by private industry and many local, state, and national governments.

In a nutshell, *performance management* ensures that daily actions and expenditures of resources are guided by long- and short-term goal setting in pursuit of accomplishing an organization's primary mission, followed by performance measurement and evaluation. Importantly, the goals are quantifiable and measurable results or outcomes, rather than efforts or outputs (activities, services, and products). The established and proven performance management approach is to ***establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources – and continue the loop.*** This process sharpens our focus on accomplishing our mission in the most efficient and effective ways, and holds managers and employees accountable on a clear and measurable basis.

The approach seems so elegantly simple and logical that one is compelled to ask, “Isn't that what everyone is already doing.” In fact, most federal agencies have not traditionally done business this way. They have been funded and conducted their business by activities rather than by goals. Too often they have conducted business year after year based on what they have always routinely done, rather than in pursuit of mission-oriented goals. Too often they have not measured their performance in terms of results achieved, but rather in level of activities conducted, products produced, or services provided – if they have measured performance at all. And too often managers and employees have not been held accountable for their performance in achieving concrete, results-oriented goals, and have not communicated the outcomes of their work to their important constituencies – the American people, the Congress, even the President.

So performance management, as embodied in GPRA, is new, revolutionary, and vitally important to a more effective, efficient, and credible federal government.

GPRA requires federal agencies to develop and use three primary documents in conducting their business. These documents are also to be submitted to the Congress and the Office of Management and Budget (OMB):

1. **Strategic Plan** of no less than five years duration, reviewed and revised every three years, and containing:
 - mission statement based in law, executive order, etc.;
 - long-term goals, which are objective, quantified, and measurable, to accomplish mission;
 - how goals will be accomplished, an adequate explanation including “...operational processes, skills and technology, and the human, capital, information and other resources required to meet those goals...”;
 - relationship of annual goals to long term goals, a description of how long term goals are carried out in annual goal increments;
 - key external factors which could positively or negatively affect goal accomplishment; and
 - program evaluation methodology, a description of how mission and goals were arrived at and a schedule for future program evaluations.
 - GPRA also requires consultation with affected and interested parties in the development of the Strategic Plan, and it requires that the plan be
 - developed by federal employees (versus contractors, etc.).

2. **Annual Performance Plan** tiered off the Strategic Plan each year, showing how long term goals will be accomplished in annual increments, and containing:
 - annual goals to incrementally achieve long-term goals in Strategic Plan;
 - annual work plan, i.e. explanation of how annual goals will be accomplished – “briefly describe the operational processes, skills and technology, and the human, capital, information and other resources required to meet the performance goals....”; and
 - basis for measuring results – “...provide a basis for comparing actual program results with the established performance goals....” and “...describe the means to be used to verify and validate measured values.”

3. **Annual Performance Report** reviewing each year’s successes and failures and identifying areas where activities or goals need to be revised in the future, addressing:
 - what annual goals were met or exceeded;
 - what annual goals were not met;
 - why annual goals were not met; and
 - what remedial action will be taken for goals not met.

Importantly, GPRA mandates that long-term and annual goals be **results or outcomes** rather than outputs (activities, products, or services) and that they be “objective, quantifiable, and measurable” so that performance can be adequately measured and reported, progress on mission accomplishment assessed, and managers and employees held accountable.

While the National Park Service has long been a mission-oriented organization, it has also had a long tradition of planning, managing, and budgeting by activity, problem solving and issue resolution. Its response to GPRA requirements will help it focus on accomplishing mission through establishing long-term and annual goals, allocating resources to those goals, and measuring and reporting results.

ABOUT THIS PLAN

In consultation with Congress, OMB and other interested parties, the National Park Service (NPS) developed its own unique GPRA implementation process. Using this process, the NPS methodically developed its first “servicewide” *Strategic Plan* and submitted it on September 30, 1999. That plan was revised and published electronically on January 15, 2000. A copy of revised plan is available for review at park headquarters or by mail. It is also available on the Internet at <http://www.nps.gov>.

The NPS manages the National Park System, which consists of over 375 units located in nearly every state and territory of the nation. Thus the NPS is fundamentally a field-based, resource preservation and visitor service organization, where results or outcomes actually occur in the parks rather than Washington headquarters. In addition, the NPS has legislated partnership responsibilities, carried out by central offices throughout the country, to provide technical assistance and grant funding to other non-federal preservation entities. Therefore, as part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. The National Park Management Omnibus Act of 1998 codified into law that all field units of the National Park System would write Strategic Plans and Annual Performance Plans consistent with the Government Performance and Results Act.

The local plans address the long-term goals in the “servicewide” plan that are appropriate to the individual units as parts of the overall National Park System, NPS, and its mission. Then they add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans, then, are a blend of national and local missions and goals.

This *Strategic Plan* for Prince William Forest Park follows this pattern. It is a five-year plan covering fiscal years 2001 through 2005. It consists of a mission statement born out of the NPS organic act as well as the specific legislation establishing this park. It contains mission goals, closely paralleling the “servicewide” mission goals, that illustrate in broad brushstroke what we do far beyond just five years – “in perpetuity” - to accomplish our stated mission. It then contains long-term goals, which target in quantified, measurable ways what we will accomplish in the next five years toward achieving our overall mission goals and mission. The long-term goals address both appropriate “servicewide” goals as well as park-specific outcomes. The goal numbering protocol follows that of the “servicewide” plan with park-specific suffixes. Since not all servicewide goals apply to Prince William Forest Park, some numbers are skipped. In

addition, there are numbers containing 0's which are not in the servicewide plan and indicate park-specific goals.

Following the simple goal listing, each long-term goal is repeated with one or more explanatory paragraphs that give background, detail, and other information useful to help the reader understand the goal as well as to sketch in how the goal will be accomplished.

After these goal explanations, the plan contains a general section on "How Goals will be Accomplished" which briefly sketches the park's organization, staffing, fiscal, infrastructure, and other resources available to achieve the plan's long-term goals. This is followed in turn by brief discussion of "Key External" factors over which park staff may have influence but not control, and which could positively or negatively affect goal achievement.

Finally, there is a brief discussion of how the contents of the plan were arrived at, and a listing of those who were consulted in the development of the plan.

It should be noted that the goals in this plan are generally predicated on "flat budgets" for the next five years. Other than increases for inflation, we assumed no major increases in funding. Where increases in appropriations were known or are likely, they were taken into account. Where other funding sources (donations, fee revenues, etc.) were "reasonably assured", they too were taken into consideration when setting performance targets. Obviously, limits on funding constrain what can be accomplished toward our goals and mission. GPRA, however, is distinctly not about discussing budget shortfalls or requesting or justifying additional funding. Rather it is about planning, managing, and communicating what we can accomplish with what we already have. Performance target numbers speak for themselves about how well funded we are to accomplish our mission, and where targets are low, additional budget discussions might be generated. But this is not the primary purpose of the plan.

We would, however, be remiss in our duties as stewards of and storytellers about the priceless natural and cultural resources - defining America's heritage - which are in our care if we did not duly note that we sincerely believe we are under-funded and under-staffed to fully achieve our important mission and goals. On the other hand, we also recognize that we are but one of many worthwhile federal enterprises which compete for scarce and precious tax dollars, and we are pursuing a wide variety of alternative management, funding, and staffing scenarios to supplement our appropriations. In the meantime, we welcome the opportunity to respond to the requirements of GPRA with this *Strategic Plan* and its companion documents to better plan, manage, and communicate how - and how well - we are achieving our mission through performance goals supported by existing, and largely flat, levels of funding.

Each year that the *Strategic Plan* is in effect, beginning with fiscal year 2001 (October, 2000) there will be a companion *Annual Performance Plan* which shows in annual goals, that year's targeted incremental achievement of each long-term goal, and a work plan for accomplishing that increment. Each year there will also be an *Annual Performance Report* discussing actual achievement of the prior year's annual goals and progress on long-term goals.

Additional copies of the Prince William Forest Park *Strategic Plan* are available at park headquarters at 18100 Park Headquarter's Road, Triangle, Virginia 20112. Questions and comments are welcome and encouraged and can be addressed to the Superintendent, 18100 Park Headquarter's Road, Triangle, Virginia 20112. As they are written and approved, copies of the current year's *Annual Performance Plan* and *Annual Performance Report* will also be available on request, with questions and comments equally welcome.

INTRODUCTION

About the Park

This five-year *Strategic Plan* has been written for Prince William Forest Park, one of over 379 units of the greater National Park System administered by the National Park Service, U.S. Department of the Interior.

The National Park System preserves outstanding representatives of the best of America's natural, cultural, and recreational resources of national significance. These resources constitute a significant part of America's heritage, character, and future. Along with similar resources of local, state, tribal, and national significance administered by other public and private organizations and supported by National Park Service technical assistance and grant funding support, Prince William Forest Park is a vital part of America's national system of parks and other preserved resources. The National Park Service not only directly and indirectly preserves these myriad national treasures, it also makes them available to millions of visitors from throughout the country and the world every year.

Prince William Forest Park was established by Executive Order 7496 in 1936. It is located in northern Virginia, Prince William County. Containing 17,000 acres, the park preserves a representative sample of the Piedmont and Upland Coastal Plain physiographic provinces including five historic Civilian Conservation Corps-built cabin camps in perpetuity and makes this valuable part of America's heritage available to approximately 250,000 visitors each year for their experience, enjoyment, understanding, and appreciation.

Continuing population growth and land development in Northern Virginia has made the park an increasingly rare landscape along the East Coast. More than 3 million people live within an hour's drive of the park. A primary management objective of the Prince William Forest Park is the protection of the Quantico Creek watershed through a combination of land acquisition, exchanges and transfers, internal land use practices, and active cooperation with owners of property adjacent to the park boundary. Four of the five Cabin Camps and their landscapes are listed on the National Register of Historic Places as historic districts. Methods to preserve and interpret the 157 classified structures within the park while reducing park operational and maintenance costs continue to be explored.

It is the mission of the National Park Service to conserve and protect the outstanding and significant natural, cultural, and historic resources and objects therein of Prince William Forest Park while providing for resource-based recreation that does not impair those values.

The mission of the National Park Service at Prince William Forest Park is rooted in and grows from the park's legislated mandate found in Executive Order 7496, November 14, 1936, and supplemented by Congressional Act 54, Stat. 785, August 13, 1940, and Public Law 736, June 22, 1948. Our mission statement is a synthesis of this mandated purpose, plus the park's primary significance as itemized below.

Legislative Intent

The laws supporting Prince William Forest Park mandated the National Park Service to:

- assume and administer the Chopawamsic Recreation Demonstration Area
- administer the area a part of the National Capital Park system to provide recreational opportunities for visitors to the nation's capital

Purpose

Therefore, the purpose of Prince William Forest Park is threefold:

- To protect the natural features of the park and preserve the integrity of the Quantico Creek watershed in order to contribute to the improvement of water quality in the Potomac River basin;
- To preserve the park's cultural and historical resources and archeological sites; and
- To provide resource-based recreational and educational activities for present and future generations.

Significance

The primary significance of Prince William Forest Park can be summarized as:

- Conserves the 157 CCC-built National Register structures and their associated landscapes as established under President Franklin D. Roosevelt's New Deal program, Recreation Demonstration Area.
- Provides research and ecological study in a significant expanse of federally protected Piedmont and Coastal Plains forests.
- Quantico Creek, which ultimately drains into Chesapeake Bay, is a high-quality aquatic resource that is used as a 'reference stream' for scientific research.
- The park is a haven for diverse wildlife, including such rare species as the star-nosed mole, the tiger beetle, and the Diana butterfly. The Small Whorled Pogonia (*Isotria medeoloides*), a federally listed threatened plant, can also be found in the park.
- During WWII, the U.S. Army Office of Strategic Services used the park as a training area.
- The park preserves archaeological sites dating from the Colonial period.
- The park offers diverse recreational opportunities for inspiration, wildlife observation, and interaction with the natural environment.

Mission Statement

It is the mission of the National Park Service to conserve and protect the outstanding and significant natural, cultural, and historic resources and objects therein of Prince William Forest Park while providing for resource-based recreation that does not impair those values.

Mission Goals

Prince William Forest Park's mission is accomplished through pursuit of the following broad, "in perpetuity" mission goals:

Goal Category I Preserve Prince William Forest Park Resources

Ia Natural and cultural resources and associated values at Prince William Forest Park are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Ib The National Park Service at Prince William Forest Park contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Goal Category II Provide for the Public Use and Enjoyment and Visitor Experience of Prince William Forest Park

IIa Visitors to Prince William Forest Park safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of park facilities, services, and appropriate recreational opportunities.

IIb Park visitors and the general public understand and appreciate the preservation of Prince William Forest Park and its resources for this and future generations.

Goal Category III Strengthen and Preserve Natural and Cultural Resources and Enhance Recreational Opportunities Managed by Partners

This mission goal refers primarily to the legislated NPS partnership programs and is accomplished by central offices rather than parks

Goal Category IV Ensure Organizational Effectiveness of Prince William Forest Park

IVa The National Park Service at Prince William Forest Park uses current management practices, systems, and technologies to accomplish its mission.

IVb The National Park Service at Prince William Forest Park increases its managerial capabilities through initiatives and support from other agencies, organizations, and individuals.

LONG-TERM GOALS

During the next five years – fiscal years 2001 through 2005 – the National Park Service will achieve the following specific long-term goals in pursuit of its mission and mission goals at Prince William Forest Park. These long-term goals are objective, quantified, and measurable. Due dates, performance indicators, performance target numbers, desired condition, and baselines, as appropriate, are imbedded in each goal statement in order to avoid separate long lists of performance measures. Each long-term goal is listed in the context of the mission goal it

is targeting to achieve. Following this simple listing, each mission and long-term goal is repeated in the context of background or explanatory information beginning on page 6.

Goal Category I: Preserve Park Resources

Mission Goal Ia: Natural and cultural resources and associated values at Prince William Forest Park are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Ia4-PRWI – Water Quality - By September 30, 2005, Prince William Forest Park maintains unimpaired water quality.

Ia2C-PRWI Declining T&E Species - By September 30, 2005, the Isotria Medeoloides (Small Whorled Pogonia), a federally-listed species, suffers no critical habitat loss and has a stable population.

Ia5-PRWI Historic Structures – By September 30, 2005, 58 (37%) of Prince William Forest Park’s 157 historic structures on the List of Classified Structures as of the end of FY 1999 are in good condition.

Ia6-PRWI – Museum Collections: By September 30, 2005, 88 (68%) of 129 preservation and protection standards for Prince William Forest Park’s museum collections are met.

Mission Goal Ib: The National Park Service at Prince William Forest Park contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Ib2A – PRWI Archaeological Baseline Inventory: By September 30, 2005, the number of Prince William Forest Park archaeological sites inventoried, evaluated, and listed in the National Park Service ASMIS is increased.

Ib2D-PRWI Museum Collections: By September 30, 2005, the number of Prince William Forest Park museum objects cataloged into the National Park Service Automated National Catalog System (ANCS) and submitted to the National Catalog is increased from 9,917 in 1999 to 10,016 (10% increase).

IB3 – PRWI Vital Signs: by September 30, 2005, Prince William Forest Park has identified its vital signs for natural resource monitoring.

Goal Category II: Provide for the Public Enjoyment and Visitor Experience

Mission Goal IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of Prince William Forest Park facilities, services, and appropriate recreational opportunities.

Ila1-PRWI Visitor Satisfaction: By September 30, 2005, 90% of visitors to Prince William Forest Park are satisfied with appropriate park facilities, services, and recreational opportunities.

Ila2-PRWI Visitor Safety: By September 30, 2005, the visitor accident/incident rate at Prince William Forest Park is no higher than the fiscal years 1992-1996 annual average of 4.4.

Mission Goal IIb: Prince William Forest Park visitors and the general public understand and appreciate the preservation of the park and its resources for this and future generations.

Ilb1-PRWI Visitor Understanding and Appreciation: By September 30, 2005, 60% of Prince William Forest Park visitors understand the significance of the park.

Category IV: Ensure Organizational Effectiveness

Mission Goal IVa: The National Park Service at Prince William Forest Park uses current management practices, systems, and technologies to accomplish its mission.

Iva3A-PRWI Workforce Development and Performance: By September 30, 2005, 100% of Prince William Forest Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Iva4A-PRWI Permanent Workforce Diversity: By September 30, 2005, the number of Prince William Forest Park's 5 permanent positions in targeted occupational series filled by employees from underrepresented groups is maintained at the FY1999 level of 3.

Iva4B-PRWI Seasonal Workforce Diversity: By September 30, 2005, the total number of Prince William Forest Park's temporary/seasonal positions annually filled by women and minorities is increased from 1 in FY1999 to 3.

Iva6A-PRWI Employee Safety: By September 30, 2005, the employee lost time injury rate at Prince William Forest Park is reduced from the FY1992-FY1996 annual average of 7.118 to 0 per 100 FTE.

Iva6B-PRWI Employee Continuation of Pay Hours: By September 30, 2005, the number of Prince William Forest Park hours of Continuation of Pay will be at or below 0.

IVb1: PRWI Volunteer Hours: By September 30, 2005, the number of volunteer hours is increased from 14,769 in 1997 to 16,000.

Goal Explanations

Goal Category I: Preserve Park Resources

The mission goals and long-term goals in Goal Category I are inclusive of Prince William Forest Park's mission to conserve and protect the natural, cultural, historic resources and objects therein and the NPS Organic Act "to conserve the scenery and the natural and historic objects and the wild life therein..." Subsequent legislation reinforced and expanded these mandates. All goals that pertain to resource preservation and the acquisition of knowledge from and about the resources to meet this mandate are appropriate to this category.

Mission Goal Ia: Natural and cultural resources and associated values of Prince William Forest Park are protected, restored, and maintained in good condition and managed within their broader ecosystem and cultural context.

Long-term goals related to this mission goal include the protection, restoration, or maintenance of ecosystems, plant and animal populations, archeological and cultural resources, historic structures and objects, and collections – all of which are relevant to the purpose and/or significance of Prince William Forest Park.

Long Term Goal: IA4-PRWI – Water Quality - By September 30, 2005, Prince William Forest Park maintains unimpaired water quality.

The park's Quantico Creek and South Fork Quantico Creek provide critical habitat for a number of native aquatic and terrestrial species. There are also four lakes used as swimming areas in the park. The goal establishes and monitors baseline water quality data that is used to identify changes in the watershed, streams, and lakes. Data is collected which studies the overall health of streams and lakes by quantifying bacteria levels, monitoring benthic invertebrate populations, and analyzing water chemistry.

Long Term Goal: Ia2B-PRWI Stable T&E Species - By September 30, 2005, the Isotria Medeoloides (Small Whorled Pogonia), a federally-listed species, suffers no critical habitat loss and has a stable population.

This goal represents park efforts on protecting park habitat for the federally listed species, as well as other uncommon species and those on the edge of their distributional range. Six colonies of Isotria Medeoloides are known to exist within the park. The area surrounding the populations is zoned as a "Protected Natural Area", which precludes most nonscientific activities. Keeping the location confidential further protects the colony.

Long Term Goal: Ia5-PRWI Historic Structures – By September 30, 2005, 58 (37%) of Prince William Forest Park’s 157 historic structures on the List of Classified Structures as of the end of FY 1999 are in good condition.

The park had a total of 157 structures entered on the List of Classified Structures, the NPS official inventory and database of importance historic structures, as of the end of 1999, the baseline year for this goal. 17 of those structures were already deemed to be in good condition, i.e. requiring only routine and cyclic maintenance, although that maintenance may be significant.

Long Term Goal: Ia6-PRWI – Museum Collections: By September 30, 2005, 88 (68%) of 129 preservation and protection standards for Prince William Forest Park’s museum collections are met.

The preservation and protection of museum collections is essential to the mission. The environmental, security, and fire protection conditions necessary to preserve and protect museum objects are identified on the NPS Checklist for Preservation and Protection of Museum Collections.

Mission Goal Ib: The National Park Service at Prince William Forest Park contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Long Term Goals related to this mission directly relate to the knowledge gained about resources and represent Prince William Forest Park’s effort to understand the natural and cultural resources with the park.

Long Term Goal: Ib2A – PRWI Archaeological Baseline Inventory: By September 30, 2005, the number of Prince William Forest Park archaeological sites inventoried, evaluated, and listed in the National Park Service ASMIS is increased.

Knowledge about archaeological sites and their conditions is crucial to managing them well. Prince William Forest Park, in concert with the National Capital Region, will be undertaking a 4-year archaeological survey. Information gained through this survey will be used to more accurately define our baseline inventories in ASMIS. While the number of sites to be discovered, inventoried, and listed in ASMIS is unknown at this time, Prince William Forest Park is adopting this goal to capture this data over the five-year plan.

Long Term Goal: Ib2D-PRWI Museum Collections: By September 30, 2005, the number of Prince William Forest Park museum objects cataloged into the

National Park Service Automated National Catalog System (ANCS) and submitted to the National Catalog is increased from 9,917 in 1999 to 10,016 (10% increase).

Cataloging museum collections provides knowledge and documentation crucial to managing and decision making. As of FY2000, total objects in the collection are 10,844. This goal increases the total number of objects cataloged.

Long Term Goal IB3 – PRWI Vital Signs: by September 30, 2005, Prince William Forest Park has identified its vital signs for natural resource monitoring.

Vital signs are indicators of the key ecological processes that, collectively, capture the function of a healthy ecosystem. Identifying vital signs of the park's ecosystem and the well being of other resources of special concern is the first step in tracking the status and trends of natural resources. Vital signs will be identified through facilitated scoping workshops.

Goal Category II Provide for the Public Enjoyment and Visitor Experience of Parks

The mission goals and long-term goals in goal category II are inclusive of Prince William Forest Park's mission to provide for resource-based recreation that does not impair the resource values and the NPS Organic Act "to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for the enjoyment of future generations...." All goals that pertain to visitor satisfaction and understanding are included here.

Mission Goal IIa: Visitors safely enjoy and are satisfied with the availability, accessibility, diversity, and quality of Prince William Forest Park facilities, services, and appropriate recreational opportunities.

Long Term Goals detailed here represent visitor's experiences to Prince William Forest Park and represent our effort to provide for the enjoyment of park resources.

Long Term Goal: IIa1-PRWI Visitor Satisfaction: By September 30, 2005, 90% of visitors to Prince William Forest Park are satisfied with appropriate park facilities, services, and recreational opportunities.

NPS visitor evaluations of park facilities, services, and recreational opportunities are important and useful in improving visitor services. This goal focuses on those facilities, services, and recreational opportunities provided on federally owned land within park boundaries.

Long Term Goal: IIa2-PRWI Visitor Safety: By September 30, 2005, the visitor accident/incident rate at Prince William Forest Park is no higher than the fiscal years 1992-1996 annual average of 4.4.

Prince William Forest Park has taken an aggressive stance towards eliminating all accidents and incidents. Preserving, protecting and maintaining safe services and facilities is the number one priority. This goal captures the work effort of our law enforcement rangers, maintenance staff, and other personnel and equipment towards achieving zero accidents/incidents in the park.

Mission Goal IIb: Prince William Forest Park visitors and the general public understand and appreciate the preservation of the park and its resources for this and future generations.

Long Term Goals relate to learning and understanding the purpose and significance of Prince William Forest Park relate to this mission goal.

Long Term Goal: IIb1-PRWI Visitor Understanding and Appreciation: By September 30, 2005, 60% of Prince William Forest Park visitors understand the significance of the park.

This goal measures visitors' grasp of a park's significance. Visitors' understanding and appreciation increases as they enjoy the park and its resources and learn about why the park was established and significance of its resources.

Goal Category IV: Ensure Organizational Effectiveness

To be a successful organization, Prince William Forest Park must be effective and efficient by managing its financial and human resource by garnering additional resources. We must have systems and programs that support its employees, volunteers, and partners. These goals support the mission by improving our organizational effectiveness.

Mission Goal IVa: The National Park Service at Prince William Forest Park uses current management practices, systems, and technologies to accomplish its mission.

Long Term Goals pertaining to organizational responsiveness, efficiency, and accountability are related to this mission goal.

Long Term Goal: IVa3A-PRWI Workforce Development and Performance: By September 30, 2005, 100% of Prince William Forest Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

Every permanent, term, and temporary (seasonal) NPS employee has a required Employee Performance Plan and Results Report (DI-2002). This goal directly ties individual performance goals to organizational outcomes.

Long Term Goal: IVa4B-PRWI Seasonal Workforce Diversity: By September 30, 2005, the total number of Prince William Forest Park's temporary/seasonal positions annually filled by women and minorities is increased from 1 in FY1999 to 3.

An increase in diversity of employees in all job series for temporary and seasonal employment will be targeted through this goal.

Long Term Goal: IVa6A-PRWI Employee Safety: By September 30, 2005, the employee lost time injury rate at Prince William Forest Park is reduced from the FY1992-FY1996 annual average of 7.118 to 0 per 100 FTE.

Prince William Forest Park has taken an aggressive approach towards reducing both employee and visitor accidents. Safety is the number one priority for the park. Our goal is reduce the zero lost-time injury rate for park employees to zero.

Long Term Goal: IVa6B-PRWI Employee Continuation of Pay Hours: By September 30, 2005, the number of Prince William Forest Park hours of Continuation of Pay will be at or below 0.

In keeping with our employee safety goal of zero accidents, our goal is to have no lost time continuation of pay hours.

Long Term Goal: Ivb1: PRWI Volunteer Hours: By September 30, 2005, the number of volunteer hours is increased from 14,769 in 1997 to 16,000.

The contribution of time by volunteers is critical to the day-to-day operation of Prince William Forest Park. Park volunteers provide much needed assistance from maintenance and interpretation, to camp ground hosts.

HOW GOALS WILL BE ACCOMPLISHED

Prince William Forest Park's long-term goals will be accomplished in five annual increments detailed each year in an Annual Performance Plan. The Annual Performance Plan will contain annual goal increments of the long-term goals. It will also contain a work plan for each annual goal, which will lay out the activities and products, along with their personnel and fiscal costs that will be carried out to achieve the annual goal.

Appendix A contains the five-year summary forms that illustrate how annual goals and work efforts will accomplish each long-term goal.

Current human and fiscal resources available to achieve the park's goals and carry out its mission include an annual base operating budget of approximately \$2,267,000 (in 2000 dollars), a permanent work force of approximately 40 permanent positions and 5 temporary/seasonal positions. Volunteers-in-Parks, Student Conservation Assistants, Americorps, and Youth Conservation Corps supplement this work force.

The park's annual budget is supplemented each year by approximately \$2,000 of donated funds (or value), \$22,000 of park housing funds, \$90,000 fee enhancement funds from entrance fees, and fluctuating amounts of special project funds from various sources.

Achieving and/or exceeding performance targets in annual and long-term goals is dependent on the availability of special project funds and assistance from Regional and Support Offices and other National Park Service support organizations, as well as partners and cooperators. One such typical partner is Parks and History Association, which sells interpretive literature in our park visitor center and donates the proceeds back to support park educational and resource management goals

A superintendent leads the park with the assistance of an Assistant Superintendent. Staff is organized into five programmatic areas: Resource Management, Interpretation, Visitor Protection, Maintenance, and Administration. The permanent staff is occasionally supplemented and/or supported using special project funds, contracts, and/or the assistance or expertise of various NPS and other organizations as available.

Park infrastructure for accomplishing goals includes

- one visitor center with exhibits, AV auditorium, and interpretive literature sales
- one central maintenance facility w/ paint, plumbing, electrical, automotive
- one entrance station
- two campgrounds; one group, one individual
- one concession-operated motorhome campground
- 157 historic structures – cabin camp facilities
- 41 miles of hiking trails
- 15 miles of paved roadways, 20 miles of unpaved roads
- five road bridges and 50 trail bridges
- five picnic sites
- five lakes w/ dams, floating docks main park headquarters
- four employee housing units for on-site protection and management of park resources

In addition to the five-year charts in Appendix A, please see the explanatory paragraphs following each goal in the "Long-term Goals" section for more information and/or detail on how goals will be accomplished.

KEY EXTERNAL FACTORS

While park management and staff can plan, manage, and largely control much of what occurs in the park, other things they can only influence, especially things external to park boundaries. Some things, such as natural events, they have no control over whatsoever. In developing Prince

William Forest Park's Strategic Plan and its long-term goals, it was important to take into consideration key external factors that could negatively or positively affect goal outcomes. A few of the most important or most likely are identified briefly below. This is by no means an exhaustive list but simply those that are most likely to influence outcomes as viewed at the time of writing the plan.

- Legislated and WASO and NCR imposed mandates that consume staff time and resources.
- Impacts from park neighbors such as fires in the area that is under permit to Marine Corps Base Quantico - also consume staff time and resources.
- Personnel transfers and detail assignments can impact the level of human resources available to complete a goal within a given year.
- Support to regional and national efforts for fire suppression, dispatch, law enforcement special events teams.
- Actions of adjacent jurisdictions such as Prince William County, and the State of Virginia can impact the park through grandfathered zoning of developments, limited ability to control developers and their practices, and changes to the comprehensive plan.
- Commercial and other development pressures on lands within the authorized boundary of the park.
- Unanticipated funding of project requests can require reallocation of resources and reprioritization of goals.
- Inflation and increased operating costs combined with a lack of operating budget increases each year erodes the ability of the park staff to address and complete goals.

PROGRAM EVALUATION METHODOLOGY AND SCHEDULE FOR FUTURE EVALUATIONS

During the next five years, Prince William Forest Park will continue to develop and refine its progress towards goal achievement. As part of regular management meetings, park staff will evaluate and discuss shifts in priorities, resources, budgets, and staff to meet park priorities. Results will be measured by utilizing servicewide standards for reporting of research, accidents, structures rehabilitated, the amount of collections in compliance with servicewide standards, the satisfaction of visitors and the general public with park facilities and services as measured by an approved survey format, progress in land protection initiatives and in meeting fiscal resources.

CONSULTATION

GPRA requires that Congress, OMB, and other interested and affected parties are consulted in the development of Strategic Plans. Congress and OMB, as well as the Department of the Interior were extensively consulted in the development of the NPS servicewide plan. In the development of Prince William Forest Park's local *Strategic Plan*, the following organizations were consulted at various stages of development as indicated.

Marine Corps Base - Quantico
Friends of Prince William Forest Park
Town of Quantico
Town of Dumfries

Prince William County

STRATEGIC PLAN PREPARERS

The following park staff members were intimately and extensively involved in preparing this strategic plan:

Robert Hickman, Superintendent
Kate Richardson, Assistant Superintendent & GPRA Coordinator
Norma Smith, Administrative Officer
George Liffert, Resource Protection Specialist
Duane Donnelly-Morrison, GIS Specialist
Carol Pollio, Resource Management Specialist
Leonard Simpson, Facility Manager
Don Fleming, Roads & Trails Foreman
Gary Boone, Building & Utilities Foreman
Louis Wesselhoft, Chief Ranger
Russ Whitlock, Chief of Interpretation
Kay Shively, Secretary

APPENDIX A

Five-year Annual Goal Charts

The following charts illustrate how each of this plan's long-term goals will be accomplished incrementally through annual goals and work plans over the next five years.

**Goal Category Ia4 Water Quality
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number: Ia4</i>	<i>Park/Program Goal ID Number: PRWI-Ia4</i>
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text): By September 30, 2005, 85% of Park units will have unimpaired water quality.</i>	
<i>Projected Park/Program Performance Target, end of strategic planning period: By September 30, 2005, Prince William Forest Park will have unimpaired water quality.</i>	
<i>Park or Program Baseline: unimpaired water quality</i>	
<i>Annual Performance Plan Summary for FY01</i>	
<i>Projected Park/Program Performance Target, end of this fiscal year: unimpaired water quality Actual Result:</i>	
<i>Park or Program Baseline: unimpaired water quality</i>	
<i>Comments:</i>	
<i>Annual Performance Plan Summary for FY02</i>	
<i>Projected Park/Program Performance Target, end of this fiscal year: unimpaired water quality Actual Result:</i>	
<i>Park or Program Baseline: unimpaired water quality</i>	
<i>Comments:</i>	

Annual Performance Plan Summary for FY03
<i>Projected Park/Program Performance Target, end of this fiscal year: unimpaired water quality Actual Result:</i>
<i>Park or Program Baseline: unimpaired water quality</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year: unimpaired water quality Actual Result:</i>
<i>Park or Program Baseline: unimpaired water quality</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year: unimpaired water quality Actual Result:</i>
<i>Park or Program Baseline: unimpaired water quality</i>
<i>Comments:</i>

**Goal Category Ia2B Threatened & Endangered Species
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Ia2B	<i>Park/Program Goal ID Number:</i> PRWI-Ia2B
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 19% of the 1999 identified park populations (84 of 443 listed threatened and endangered species with critical habitat on parklands or requiring NPS recovery actions have an improved status, and an additional 18.1% (80 of 442) have stable populations.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> Stable T&E Species - By September 30, 2005, the <u>Isotria Medeoloides</u> (Small Whorled Pogonia), a federally-listed species, suffers no critical habitat loss and has a stable population.	
<i>Park or Program Baseline:</i> stable	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Park or Program Baseline:</i>	
<i>Comments:</i> Monitor boundary development and encroachment, Legislation enacted for land exchange with QMCB, Fire Research – Isotria, Update RM Plan, Geological Map, Begin research designation as research site.	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Park or Program Baseline:</i>	

<i>Comments:</i> Land Protection Plan completed, Recreation Plan with Quantico completed,	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Park or Program Baseline:</i>	
<i>Comments:</i>	
Annual Performance Plan Summary for FY04	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Park or Program Baseline:</i>	
<i>Comments:</i>	
Annual Performance Plan Summary for FY05	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Park or Program Baseline:</i>	
<i>Comments:</i>	

**Goal Category Ia5 Historic Structures
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Ia5	<i>Park/Program Goal ID Number:</i> PRWI-Ia5
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 50% of the historic structures on the 1999 List of Classified Structures are in good condition.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, 58 (37%) of Prince William Forest Park's 157 historic structures on the List of Classified Structures are in good condition.	
<i>Park or Program Baseline:</i> 157 structures on LCS	
<i>Status in Base Year:</i> 34 structures listed in good condition as of the end of fy99	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 41	<i>Actual Result:</i>
<i>Comments:</i> Annual Inspection List – On going	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 45	<i>Actual Result:</i>
<i>Comments:</i> ReOpen CC2, B Unit, 11 cabins	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 50	<i>Actual Result:</i>

<i>Comments: CC# 1</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year: 55</i>
<i>Actual Result:</i>
<i>Comments: CC #2 – Central Bath House, Stabilize CC#4 Assembly Theatre</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year: 58</i>
<i>Actual Result:</i>
<i>Comments: Rehab CC#4 Assembly Theatre – Major Rehabilitation</i>

**Goal Category Ia6 Museum Collections
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Ia6	<i>Park/Program Goal ID Number:</i> PRWI-Ib2D
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 73.4% of preservation and protection standards for park museum collections are met.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, 88(68%) of preservation and protection standards for Prince William Forest Park museum collections are met.	
<i>Park or Program Baseline:</i> 129 standards	
<i>Status in Base Year:</i> 86	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 86	<i>Actual Result:</i>
<i>Comments:</i> Projected funding and staffing shortfalls allow for upkeep and maintenance of collections.	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 86	<i>Actual Result:</i>
<i>Comments:</i> Projected funding and staffing shortfalls allow for upkeep and maintenance of collections.	
Annual Performance Plan Summary for FY03	

<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	87	<i>Actual Result:</i>	
<i>Park or Program Baseline:</i>			
<i>Comments:</i>	Projected funding and staffing shortfalls allow for upkeep and maintenance of collections.		
Annual Performance Plan Summary for FY04			
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	88	<i>Actual Result:</i>	
<i>Comments:</i>	Projected funding and staffing shortfalls allow for upkeep and maintenance of collections.		
Annual Performance Plan Summary for FY05			
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	88	<i>Actual Result:</i>	
<i>Comments:</i>	Projected funding and staffing shortfalls allow for upkeep and maintenance of collections.		

**Goal Category Ib2A Archaeological Baseline Inventory
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Ib2A	<i>Park/Program Goal ID Number:</i> PRWI-Ib2A
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, archaeological sites inventoried and evaluated are increased by 30% (48,188 to 62,644).	
Projected Park/Program Performance Target, end of strategic planning period: By September 30, 2005, the number of Prince William Forest Park archaeological sites inventoried, evaluated, and listed in the National Park Service ASMIS is increased from 19.	
<i>Park or Program Baseline:</i> 19 sites as of the end of fy1999 were listed in ASMIS and in good condition	
<i>Status in Base Year:</i> 19	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> unknown	<i>Actual Result:</i>
<i>Comments:</i> The park will be in its second year of a 4-year archaeological survey. The number of sites and their condition are unknown at this time.	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> unknown	<i>Actual Result:</i>
<i>Comments:</i> The park will be in its third year of a 4-year archaeological survey. The number of sites and their condition are unknown at this time.	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>

<i>Comments:</i> The park will be in its final year of a 4-year archaeological survey. The number of sites and their condition are unknown at this time.
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> unknown <i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> unknown <i>Actual Result:</i>
<i>Comments:</i>

**Goal Category Ib2D Museum Collections
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Ib2D	<i>Park/Program Goal ID Number:</i> PRWI-Ib2D
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, museum objects cataloged are increased by 35.9% (from fy 1999 baseline of 37.3 million to 50.7 million).	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, the number of Prince William Forest Park museum objects cataloged into the National Park Service Automated National Catalog System (ANCS) and submitted to the National Catalog is increased from 9,917 in 1999 to 10,016.	
<i>Park or Program Baseline:</i> 9,917	
<i>Status in Base Year:</i> 9,917	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 9,937	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 9,967	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	

<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	9,997	<i>Actual Result:</i>
<i>Park or Program Baseline:</i>		
<i>Comments:</i>		
Annual Performance Plan Summary for FY04		
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	10,016	<i>Actual Result:</i>
<i>Comments:</i>		
Annual Performance Plan Summary for FY05		
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	10,016	<i>Actual Result:</i>
<i>Comments:</i>		

**Goal Category Ib3 Vital Signs
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Ib3	<i>Park/Program Goal ID Number:</i> PRWI-Ib3
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 80% of parks with significant natural resources have identified their vital signs for natural resource monitoring.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, Prince William Forest Park has identified its vital signs for natural resource monitoring.	
<i>Park or Program Baseline:</i> unknown	
<i>Status in Base Year:</i> none	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0	<i>Actual Result:</i>
<i>Comments:</i> Vital signs will be identified through facilitated scoping workshops with the assistance of National Capital Region.	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0	<i>Actual Result:</i>
<i>Comments:</i> The park will prepare a report discussing the dynamics of the park ecosystem, the rationale for identifying vital signs, and the vital signs selected.	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i> The park will present the report to the public, partners, and congress and set up a review process.	

Annual Performance Plan Summary for FY04	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments: I&M Plan</i>	
Annual Performance Plan Summary for FY05	
<i>Projected Park/Program Performance Target, end of this fiscal year: 1</i>	<i>Actual Result:</i>
<i>Comments: The park will have identified their vital signs</i>	

**Goal Category IIa1 Visitor Satisfaction
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> IIa1	<i>Park/Program Goal ID Number:</i> PRWI-IIa1
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 95% of park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, 90% of visitors to Prince William Forest Park are satisfied with appropriate park facilities, services, and recreational opportunities.	
<i>Park or Program Baseline:</i> 91%	
<i>Status in Base Year:</i>	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 90%	<i>Actual Result:</i>
<i>Comments:</i> Contract for 'marketing' study of park, Open Oak Ridge C Loop, New grates, tables, lantern hangers,	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 90%	<i>Actual Result:</i>
<i>Comments:</i> Conduct study and plan for recommendations, complete Oak Ridge showers, Repave park roads, Rehab TREC Annex, Fire suppression in dining halls	
Annual Performance Plan Summary for FY03	

<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	90%	<i>Actual Result:</i>
<i>Comments:</i> implement recommendations		
Annual Performance Plan Summary for FY04		
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	90%	<i>Actual Result:</i>
<i>Comments:</i> implement recommendations, Repair Trail Bridges, Maintenance Operation Plan - TTV		
Annual Performance Plan Summary for FY05		
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	90%	<i>Actual Result:</i>
<i>Comments:</i> implement recommendations: DCP for Carter's Pond – boardwalk, parking,		

**Goal Category IIa2 Visitor Safety
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> IIa2	<i>Park/Program Goal ID Number:</i> PRW1-IIa2
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, the visitor accident/incident rate will be at or below 7.96 per 100,000 visitor days [a 16% decrease from the FY92-96 baseline of 9.48 per 100,000 visitor days].	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, the visitor accident/incident rate at Prince William Forest Park will be no higher than the fiscal years 1992 – 1996 annual average of 4.4.	
<i>Park or Program Baseline:</i> 4.4	
<i>Status in Base Year:</i> N/A	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 4.4	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 4.4	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 4.4	<i>Actual Result:</i>

<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 4.4 <i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 4.4 <i>Actual Result:</i>
<i>Comments:</i>

**Goal Category IIb1 Visitor Understanding
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> IIb1	<i>Park/Program Goal ID Number:</i> PRWI-IIb1
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 86% of visitors understand and appreciate the significance of the park they are visiting.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, 60% of Prince William Forest Park visitors understand the significance of the park.	
<i>Park or Program Baseline:</i>	
<i>Status in Base Year:</i>	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i> Expand Web Page, Junior Rangers, Alice Ferguson program	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i> Virginia accreditation, Orientation CD, Auto Tour	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>

<i>Comments: Waysides exhibits, Computer system in VC</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>
<i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>
<i>Actual Result:</i>
<i>Comments:</i>

Goal Category IVa3A Workforce Development and Performance
Multi-year Worksheet

Park/Program Name: Prince William Forest Park
 Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Iva3A	<i>Park/Program Goal ID Number:</i> PRWI-Iva3A
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, 100% of employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.	
<i>Park or Program Baseline:</i> 40	
<i>Status in Base Year:</i> N/A	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 60%	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 70%	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 80%	<i>Actual Result:</i>

<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 100% <i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 100% <i>Actual Result:</i>
<i>Comments:</i>

**Goal Category IVa4B Seasonal Workforce Diversity
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Iva4 B	<i>Park/Program Goal ID Number:</i> PRWI-IV4 B
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, increase the servicewide representation of underrepresented groups over the 1999 baseline by 25% of women and minorities in the temporary and the seasonal workforce.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, the total number of Prince William Forest Park's temporary/seasonal positions annually filled by women and minorities is increased from 1 in FY 1999 to 3.	
<i>Park or Program Baseline:</i> 5	
<i>Status in Base Year:</i> 1	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 2	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 2	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 2	<i>Actual Result:</i>

<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 3 <i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 3 <i>Actual Result:</i>
<i>Comments:</i>

**Goal Category Iva6A Employee Safety
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> Iva6A	<i>Park/Program Goal ID Number:</i> PRWI-Iva6A
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, the NPS employee lost-time injury rate will be at or below 4.49 per 200,000 labor hours worked (100 FTE).	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, the employee lost time injury rate at Prince William Forest Park is reduced from the FY 1992 – 1996 annual average of 7.118 to 0 per 100 FTE.	
<i>Park or Program Baseline:</i> 7.118	
<i>Status in Base Year</i> 7.118	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0	<i>Actual Result:</i>

<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0 <i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i> 0 <i>Actual Result:</i>
<i>Comments:</i>

**Goal Category IVa6B Employee Continuation of Pay Hours
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> IVa6B	<i>Park/Program Goal ID Number:</i> PRWI-IVa6B
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, the servicewide total number of hours of Continuation of Pay (COP) will be at or below 51,100.	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, the number of Prince William Forest Park hours of Continuation of Pay will be at or below 0.	
<i>Park or Program Baseline:</i>	
<i>Status in Base Year:</i>	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>

<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>
<i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>
<i>Actual Result:</i>
<i>Comments:</i>

**Goal Category IVb1 Volunteer Hours
Multi-year Worksheet**

Park/Program Name: Prince William Forest Park
Park/Program Org Code: 3700

Date Prepared: June 19, 2002

<i>Servicewide Goal ID Number:</i> IVb1	<i>Park/Program Goal ID Number:</i> PRWI-IVb1
<i>NPS Servicewide Goal Description (Mission or Long-term Goal text):</i> By September 30, 2005, increase by 44.7% the number of volunteer hours (from 3.8 million in 1997 to 5.5 million hours).	
<i>Projected Park/Program Performance Target, end of strategic planning period:</i> By September 30, 2005, the number of volunteer hours is increased from ? to ?	
<i>Park or Program Baseline:</i>	
Annual Performance Plan Summary for FY01	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY02	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>
<i>Comments:</i>	
Annual Performance Plan Summary for FY03	
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>	<i>Actual Result:</i>

<i>Comments:</i>
Annual Performance Plan Summary for FY04
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>
<i>Actual Result:</i>
<i>Comments:</i>
Annual Performance Plan Summary for FY05
<i>Projected Park/Program Performance Target, end of this fiscal year:</i>
<i>Actual Result:</i>
<i>Comments:</i>